



Indiana Quarterly Workforce Indicators



4th Quarter 2007

The Research & Analysis Dept. of Indiana Workforce Development, in partnership with the U.S. Census Bureau, are pleased to announce the availability of new Local Employment Dynamics (LED) data for the State of Indiana. The eight Quarterly Workforce Indicators (QWIs) are displayed by industry, age group, and gender.

Quarterly Workforce Indicators (QWI) are a set of economic indicators -- including employment, net job flows, job creation, wages, and worker turnover -- that can be queried by different levels of geography -- state, county, metro, and workforce investment area -- as well as by detailed industry, gender, and age of workers. You can query the data directly by using the *QWI Online* tool at <http://lehd.did.census.gov/led/>.

The QWI are built upon wage records in the Unemployment Insurance (UI) system and information from state QCEW (formerly ES-202) data. The universe of QWI data is UI-covered earnings. UI coverage is broad, covering over 90% of total wage and salary civilian jobs.

When QWI employment numbers are compared with other employment data, exclusions to UI coverage should be taken into account. Exempted employment varies slightly from state to state due to variations in state unemployment laws, but generally also excludes many farmers and agricultural employees, domestic workers, self-employed non-agricultural workers, members of the Armed Services, as well as certain types of nonprofit employers and religious organizations (which are given a choice of coverage or non-coverage in a number of states). While this report does not include federal government workers, most state and local government employees are included in the complete QWI database. Data presented here are for the 4th Quarter of 2007.

What do the QWIs tell us about Indiana's industry workforce?

Total employment in the State of Indiana was 2,894,678 in the 4th Quarter of 2007 with Manufacturing accounting for 19.3 percent of that total, followed by Health Care & Social Assistance with 12.3 percent. The net job flow (movement into and out of jobs; or job creation minus job destruction) was -100,274 for the state with Manufacturing having the highest net job flow of any industry at -21,836 and Health Care and Social Assistance having the next highest net job flow with -18,277.

Indiana employers created 141,577 jobs in the quarter, with 18.8 percent of those being created in Retail Trade and 11.4 percent in Accommodation & Food Services. There were 446,897 new hires and 651,988 separations in the 4th quarter 2007. Accommodation & Food Services led all industries in new hires and Administrative & Support and Waste Management Services (which includes temporary help agencies) had the most separations. The turnover rate in Indiana was 11.4 percent, but ranged from 5.1 percent in Public Administration to 23.9 percent in Administrative & Support and Waste Management Services. Average monthly earnings were \$3,380 for all employees, with a low of \$1,211 in Accommodation & Food Services and a high of \$5,463 in Utilities. New hires earned 58.8 percent of the average for all workers with an average monthly wage of \$1,987 with the lowest being in Accommodation & Food Services at \$825 and the highest at \$4,145 in Mining.

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Industry								
Year	QWI	All Industries	Agriculture,Forestry,Fishing and Hunting	Mining	Utilities	Construction	Manufacturing	Wholesale Trade
2007 4	Total Employment	2,894,678	13,315	7,132	14,298	153,053	557,497	129,196
	Net Job Flows	-100,274	-2,395	-322	1,687	-15,303	-21,836	-4,633
	Job Creation	141,577	477	96	2,583	8,214	12,134	4,640
	New Hires	446,897	1,806	364	377	29,877	37,141	12,183
	Separations	651,988	4,904	724	1,194	53,166	66,234	19,089
	Turnover	11.4%	13.1%	6.2%	5.1%	14.9%	6.70%	8.5%
	Avg Monthly Earnings	\$3,380	\$3,002	\$5,458	\$5,463	\$4,316	\$4,336.00	\$4,753
	Avg New Hire Earnings	\$1,987	\$2,061	\$4,145	\$3,447	\$3,279	\$2,988.00	\$3,047

Year	QWI	Retail Trade	Transportation and Warehousing	Information	Finance and Insurance	Real Estate and Rental and Leasing	Professional,Scientific,and Technical Services	Management of Companies and Enterprises
2007 4	Total Employment	328,327	117,254	47,255	101,205	36,579	97,488	28,440
	Net Job Flows	1,625	-4,630	-1,051	-5,129	-1,640	-47	308
	Job Creation	26,588	6,129	1,926	3,368	1,631	6,947	1,558
	New Hires	75,760	18,793	5,386	8,426	5,318	13,047	3,492
	Separations	88,450	26,892	7,072	15,061	8,008	17,412	3,647
	Turnover	13.2%	12.1%	11.2%	10.2%	12.4%	9.8%	7.6%
	Avg Monthly Earnings	\$2,135	\$3,243	\$3,517	\$4,519	\$2,947	\$4,837	\$4,614
	Avg New Hire Earnings	\$1,238	\$2,324	\$2,421	\$3,209	\$1,901	\$3,341	\$2,907

Year	QWI	Administrative and Support and Waste Management Services	Educational Services	Health Care and Social Assistance	Arts,Entertainment,and Recreation	Accommodation and Food Services	Other Services (except Public Administration)	Public Administration
2007 4	Total Employment	172,684	256,463	356,213	38,213	240,478	86,262	113,328
	Net Job Flows	-14,918	11,107	-18,277	-5,233	-12,872	-3,323	-3,106
	Job Creation	10,574	15,895	13,728	2,402	16,091	5,070	1,609
	New Hires	71,353	20,729	42,356	5,507	75,639	13,349	5,995
	Separations	99,420	29,267	69,193	12,700	96,468	20,262	12,824
	Turnover	23.9%	7.4%	11.8%	19.2%	20.7%	13.7%	6.1%
	Avg Monthly Earnings	\$2,390	\$2,868	\$3,474	\$3,184	\$1,211	\$2,360	\$3,184
	Avg New Hire Earnings	\$1,588	\$1,827	\$2,216	\$1,287	\$825	\$1,759	\$2,216

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The largest age group, in terms of employment, was 45-54 years old, representing 23.7 percent of total employment. The group which had the highest net job flows was also the 45-54 years old demographic, with -23,433 net job flows. The 25-34 years old group had approximately 28.3 percent of the jobs created. The 25-34 years old group was also the category leader with the most new hires at 112,555 and also separations at 154,997. Turnover was highest in the 14-18 age group at 27.9 percent. And finally, workers with lots of experience, those aged 45-54, again took home the biggest paycheck with an all worker average of \$4,126 and \$2,650 for new hires.

Age										
Year	QWI	14-99	14-18	19-21	22-24	25-34	35-44	45-54	55-64	65-99
2007 4	Total Employment	2,894,678	100,036	153,957	178,001	605,242	655,381	686,528	403,440	112,092
	Net Job Flows	-100,274	2,614	-4,750	-6,629	-21,869	-21,093	-23,433	-16,343	-8,782
	Job Creation	141,577	18,490	20,428	18,831	40,045	35,835	30,774	16,481	5,585
	New Hires	446,897	46,268	59,400	49,903	112,559	84,211	60,716	25,883	7,958
	Separations	651,988	47,401	73,403	64,653	154,997	125,817	105,520	56,818	23,380
	Turnover	11.4%	27.9%	24.5%	19.9%	13.5%	9.9%	7.8%	7.0%	9.9%
	Avg Monthly Earnings	\$3,380	\$636	\$1,165	\$1,923	\$2,966	\$3,819	\$4,126	\$3,988	\$2,481
	Avg New Hire Earnings	\$1,987	\$595	\$1,070	\$1,676	\$2,223	\$2,594	\$2,650	\$2,464	\$1,444

There were more males than females in the following QWIs: total employment, net job flows, new hires and separations. Females led in job creation and turnover (11.7 percent to 11.1 percent). Women's average monthly earnings comprised approximately 59 percent of men's (\$2,489 for women compared to \$4,233 for men). Male new hires earned \$2,455 per month on average, versus \$1,555 for females.

Gender				
Year	QWI	Both	Male	Female
2007 4	Total Employment	2,894,678	1,484,139	1,410,539
	Net Job Flows	-100,274	-63,263	-37,028
	Job Creation	141,577	71,971	79,830
	New Hires	446,897	223,485	223,412
	Separations	651,988	341,291	310,697
	Turnover	11.4%	11.1%	11.7%
	Avg Monthly Earnings	\$3,380	\$4,233	\$2,489
	Avg New Hire Earnings	\$1,987	\$2,455	\$1,555

This information and more can be found on the U.S. Census Bureau's *Local Employment Dynamics* web site. Two tools are available to enable users to query the data by year, quarter, area, industry, age, and gender. The **QWI Online** tool gives access to the eight indicators discussed here, while the **Industry Focus** tool allows more in depth industry analysis using rankings and graphing by demographics.

LED web site: <http://lehd.did.census.gov/led/>
Quick Links: QWI Online & Industry Focus